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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1991

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1991, through June 5, 1991) and cumulatively (September 1, 1990, and June 5, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	33	611	$25354	$26364	$27500	$25000	$21800	235	2774	$25424	$26602	$28119	$25000	$21737
BUSINESS ADMIN (INCL MGMT	9	376	23611	23933	*	*	*	66	966	24099	23616	31500	24000	18000
DISTRIBUTION MANAGEMENT	+	4	+	29577				2	18	25700	27495	*	*	*
ECONOM & FINANCE (BANKING	2	441	25755	25890	32000	25500	20500	92	1238	25718	25913	32000	26000	20000
HOTEL/RESTAURANT MGMT.	+	69	+	21100				1	118	20600	21127	*	*	*
HUMAN RSRCS (incl LABOR R	9	39	20756	24238	*	*	*	19	93	24105	24066	*	*	*
MANAGEMENT INFO SYSTEMS	10	98	28620	29039	*	*	*	16	322	29124	28412	*	*	*
MARKETING/MARK MGMT (RESR	30	346	23908	23718	28200	24000	21000	80	1081	24158	23850	30000	24000	19000
REAL ESTATE	+	1	+	20000				2	7	21250	20760	*	*	*
COMMUNICATIONS														
ADVERTISING	+	9	+	24667				2	51	23780	21866	*	*	*
COMMUNICATIONS	5	65	22400	23155	*	*	*	18	193	22818	22067	*	*	*
JOURNALISM	1	30	21000	22821	*	*	*	3	103	19280	20586	*	*	*
TELECOMMUN/BROADCASTING	+	13	+	22200				1	52	28000	23388	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	4	56	17525	20015	*	*	*	32	273	19158	20054	24000	20324	11000
PRE-ELEMENTARY EDUCATION	+	3	+	16167				+	30	+	16599			
PHYSICAL EDUCATION	+	4	+	19750				3	29	17065	19314	*	*	*
SPECIAL EDUCATION	+	10	+	20711				5	50	23916	22424	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	21854				+	27	+	21159			
TEXTILES & CLOTHING	1	43	22000	21250	*	*	*	5	82	20800	21210	*	*	*
MERCHANDISING MANAGEMENT	+	13	+	21233				+	44	+	21017			
HUMANITIES														
FOREIGN LANGUAGES	+	19	+	21962				1	36	21000	21636	*	*	*
LETTERS (incl English, Li	3	44	21000	20966	*	*	*	13	112	23914	21490	*	*	*
VISUAL & PERFORMING ARTS	+	13	+	18520				6	63	19061	19646	*	*	*
HUMANITIES - OTHER	1	35	18000	23977	*	*	*	8	81	22508	22806	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	18	+	23295				3	58	20000	21533	*	*	*
HISTORY	1	37	37200	25430	*	*	*	6	68	24367	23465	*	*	*
POLITICAL SCIENCE/GOVT	5	54	25420	24407	*	*	*	16	131	23281	23063	*	*	*
PSYCHOLOGY	2	52	22250	21918	*	*	*	9	151	20976	20553	*	*	*
SOCIOLOGY	+	21	+	22206				5	63	24940	20119	*	*	*
SOCIAL SCIENCES-OTHER	2	46	22098	22570	*	*	*	4	127	28549	21536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	21	34450	31568	*	*	*	12	123	30951	30434	*	*	*
AGRICULTURAL	+	5	+	30822				4	39	32375	30878	*	*	*
ARCHITECTURAL	+	10	+	32103				1	50	34032	31193	*	*	*
BIOENGINEERING & BIOMEDIC	+	3	+	32867				+	9	+	29567			
CHEMICAL	6	376	38565	37591	*	*	*	10	1352	36687	37381	*	*	*
CIVIL	13	264	34149	29902	*	*	*	30	829	33687	29666	39600	33800	28000
COMPUTER	2	70	33800	33158	*	*	*	10	201	32666	32368	*	*	*
ELECTRICAL/ELECTRONIC	22	537	32683	33298	36000	33750	27600	66	1642	33180	33191	38500	33700	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$28000				1	6	$26400	$28983	*	*	*
INDUSTRIAL	1	148	$35000	32199	*	*	*	15	414	32533	32299	*	*	*
MECHANICAL	9	567	32322	33881	*	*	*	37	1893	31703	34007	$36000	$31200	$27000
METALLURGICAL	+	35	+	32473				1	151	33000	33400	*	*	*
MINING (INCL GEOLOGICAL)	1	9	32400	32889	*	*	*	2	48	33200	31504	*	*	*
NUCLEAR	+	6	+	32733				+	21	+	32447			
PETROLEUM	+	27	+	40090				+	181	+	38972			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	5	47	31498	34088	*	*	*	20	180	31351	29697	34000	31200	28000
INDUSTRIAL TECHNOLOGY	+	17	+	30004				+	35	+	28645			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	19	27667	25019	*	*	*	19	74	24821	23145	*	*	*
ANIMAL SCIENCES	1	2	48000	33500	*	*	*	5	29	31440	22557	*	*	*
PLANT SCIENCES	+	3	+	18467				1	15	38000	20140	*	*	*
NATURAL RESOURCES	+	2	+	19500				2	12	26040	20588	*	*	*
OTHER AGRICULTURAL SCIENC	+	10	+	22970				6	37	25282	24158	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	10	220	32398	31122	*	*	*	48	762	30493	30680	36600	30740	24000
COMPUTER PROGRAMMING	+	16	+	26392				+	35	+	27216			
INFORMATION SCIENCES & SY	+	58	+	30187				2	200	26000	29344	*	*	*
SYSTEMS ANALYSIS	+	2	+	33450				+	8	+	27433			
HEALTH SCIENCES														
ALLIED HEALTH	+	96	+	30809				+	155	+	29654			
HEALTH SCIENCES	1	9	19000	22279	*	*	*	3	41	19576	20941	*	*	*
NURSING	+	161	+	32000				+	250	+	30801			
PHARMACY	+	28	+	39082				+	56	+	39439			
SCIENCES														
ACTUARIAL	+	20	+	33708				+	26	+	32309			
ARCHITECTURAL & ENVIRONME	2	2	36500	36500	*	*	*	7	18	29214	27578	*	*	*
BIOLOGICAL	1	13	30000	24672	*	*	*	3	61	21267	21457	*	*	*
CHEMISTRY	1	29	21000	25951	*	*	*	1	80	21000	27108	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	30000				+	27	+	28380			
MATHEMATICS	+	66	+	28995				7	162	27598	27978	*	*	*
PHYSICS	1	6	21000	27207	*	*	*	1	21	21000	28530	*	*	*
OTHER PHYSICAL & EARTH SC	+	2	+	32520				+	7	+	25084			
POLYMER SCIENCE	+	1	+	32600				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	218	5492						967	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	18	407	$24672	$26828	*	*	*	136	2044	$25256	$27158	$28000	$25650	$22200
ACCOUNTING (PRIVATE)	16	239	24997	25752	*	*	*	94	775	25539	25180	29000	25000	22000
COMMERCIAL BANKING (CNSMR	+	46	+	21336				6	107	21383	21970	*	*	*
COMMERCIAL BANKING (LENDG	1	52	13000	23366	*	*	*	4	137	22250	23780	*	*	*
INVESTMT BANKING (CORP FN	+	20	+	30614				2	43	29250	29041	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	32000				+	5	+	30600			
INVESTMT BANKG (REAL EST)	+	2	+	27500				+	6	+	21750			
INVESTMT BANKG (SALES & T	4	9	30150	27067	*	*	*	6	26	27400	24777	*	*	*
FINANCIAL/TREASURY ANALYS	8	128	29563	27735	*	*	*	32	404	26949	27443	32000	27000	20500
PORTFOLIO MGMT/BROKERAGE	+	23	+	27209				6	50	22867	25137	*	*	*
UNDERWRITING	3	36	23667	24585	*	*	*	8	139	25763	24433	*	*	*
INSURANCE - CLAIMS	4	39	21220	22997	*	*	*	10	113	22528	22785	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	7	27000	22323	*	*	*	3	32	26000	20515	*	*	*
MEDIA PLANNING	+	10	+	18614				1	17	29000	20232	*	*	*
REPORTING	2	9	16800	23400	*	*	*	4	22	18650	18422	*	*	*
PRODUCTION	2	15	26000	22816	*	*	*	5	55	26740	24295	*	*	*
PUBLIC RELATIONS	+	20	+	21533				5	54	17148	20463	*	*	*
WRITING / EDITING	+	11	+	21363				1	38	30000	20671	*	*	*
MARKETING														
ADVERTISING	1	17	25000	23224	*	*	*	3	43	24667	21360	*	*	*
BRAND/PRODUCT MANAGEMENT	4	27	24843	25951	*	*	*	18	125	26133	24443	*	*	*
BUYER/MERCHANDISING	2	122	28500	23710	*	*	*	20	303	26789	23517	33000	25500	21000
DISTRIBUTION	+	10	+	25106				3	46	25233	26051	*	*	*
MARKET RESEARCH	+	25	+	25942				4	77	26500	25448	*	*	*
PURCHASING	+	8	+	33440				3	32	24433	27716	*	*	*
SALES	29	350	23372	25667	$28200	$21600	$19000	82	1080	24240	25372	30000	25000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	7	28000	23423	*	*	*	2	32	29600	20765	*	*	*
FINANC,TAXA, MONETARY POL	2	16	20903	21026	*	*	*	19	80	23471	22655	*	*	*
ECONOMIC PROGRAMS	3	10	20732	21486	*	*	*	4	17	21549	21721	*	*	*
LAW ENFORCEMENT	1	25	37200	23342	*	*	*	2	59	28700	23076	*	*	*
MILITARY	+	25	+	23440				2	55	24432	23685	*	*	*
NATIONAL SECURITY	+	1	+	27000				2	9	21000	20956	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	19500				+	10	+	19183			
ENGINEERING														
BIOENGINEERING	+	3	+	30200				+	9	+	27622			
DESIGN / CONSTRUCT	9	281	32826	30892	*	*	*	22	877	33710	30766	40700	32860	27332
ENVIRONMENTAL/SANITATION	6	56	37789	31853	*	*	*	19	159	34451	30989	*	*	*
MANUFACTURING/INDUSTRIAL	4	264	32175	34018	*	*	*	23	980	32128	33930	36000	32000	28500
SYSTEMS / PROGRAMMING	1	74	32500	32300	*	*	*	10	241	30549	32238	*	*	*
POWER SYSTEMS	5	83	31720	33351	*	*	*	12	233	34116	33217	*	*	*
SOFTWARE DESIGN & DEVELOP	3	77	31200	33724	*	*	*	10	206	32421	32869	*	*	*
HARDWARE DESIGN & DEVELOP	+	51	+	34041				1	191	31000	33709	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	93	$37200	$34602	*	*	*	6	328	$30833	$34268	*	*	*
TESTING	1	38	31000	30612	*	*	*	11	145	31279	30692	*	*	*
PROCESS ENGINEERING	3	267	39330	37737	*	*	*	6	1072	37745	37658	*	*	*
PROJECT ENGINEERING	6	341	32100	34080	*	*	*	11	1113	32755	34092	*	*	*
OTHER ENGINEERING	20	494	32301	33341	$37000	$33496	$27600	73	1480	32004	32821	$36400	$32000	$26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	7	+	19789				2	28	21000	23074	*	*	*
INDUSTRIAL HYGIENE	+	3	+	24233				1	5	24000	24106	*	*	*
MEDICAL TECHNOLOGY	+	14	+	27564				1	44	10000	24765	*	*	*
NURSES / PERSONAL CARE	+	160	+	31947				+	245	+	30640			
OCCUPATIONAL THERAPY	+	20	+	29412				1	38	44000	29627	*	*	*
PHARMACIST	+	28	+	39082				+	57	+	39213			
PHYSICAL THERAPY	+	20	+	31630				+	24	+	29532			
RESPIRATORY THERAPY	+	1	+	27600				+	5	+	32651			
OTHER HEALTH RELATED	+	62	+	29176				1	123	24000	26394	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	14	+	19138				+	34	+	20069			
COUNSELING	2	17	18000	17866	*	*	*	5	62	15600	17107	*	*	*
FUNDRAISING / DEVELOPMENT	+	3	+	18500				+	4	+	17685			
SOCIAL WORK	1	16	24000	18278	*	*	*	2	55	24500	17470	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	4	151	33750	28899	*	*	*	20	576	30195	28799	37500	28500	24000
INFORMATION SYSTEMS	6	75	28033	30816	*	*	*	14	253	27871	29911	*	*	*
SYSTEMS ANALYSIS & DESIGN	6	95	29750	30889	*	*	*	22	344	30995	30178	37000	31490	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	29	+	32700				2	50	31500	32220	*	*	*
AGRICULTURE/NAT'L RESOURC	1	13	26000	20954	*	*	*	9	91	26022	21863	*	*	*
ARCHITECTURE	2	2	36500	36500	*	*	*	6	10	29417	28290	*	*	*
CONSULTING	3	183	27333	29328	*	*	*	25	491	27684	29214	34000	28000	22000
HUMAN RESRCS /INDUS RELS	2	31	21200	25484	*	*	*	9	95	25755	23651	*	*	*
MANAGEMENT TRAINEE	24	547	27031	22823	32400	26500	21000	99	1354	23612	22764	30000	23000	18000
MATH/STATISTICIANS	+	10	+	23959				2	33	30100	23647	*	*	*
PARALEGAL	+	16	+	21706				+	25	+	20592			
RESEARCHERS NON-TECHNICAL	1	6	14000	21157	*	*	*	2	13	22000	22612	*	*	*
RESEARCHERS - TECHNICAL	+	17	+	27590				2	43	33000	28678	*	*	*
TEACHING	4	109	17525	20291	*	*	*	51	523	20558	20475	27083	21614	11000
TOTALS	218	5492						967	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	57	+	$30961				+	239	+	$31257			
MBA--NON-TECH	1	107	$25569	33959	*	*	*	14	362	$35126	35225	*	*	*
MBA--TECH	+	20	+	38099				+	79	+	39402			
MS-BUSINESS	+	18	+	40982				+	39	+	42121			
ECONOMICS & FINANCE (BANK	1	88	49000	38966	*	*	*	3	235	38096	41841	*	*	*
HUMAN RESOURCES (INCL LAB	+	21	+	39090				+	53	+	38700			
MANAGEMENT INFORMATION SY	+	17	+	36666				+	33	+	35820			
MARKETING/MKTNG MGT (RESE	+	41	+	40678				+	141	+	43503			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	2	+	34900				+	8	+	29320			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	20000				3	16	22363	23926	*	*	*
ELEMENTARY EDUCATION	+	2	+	25500				11	29	24019	24354	*	*	*
PHYSICAL EDUCATION	+	2	+	24250				1	7	14000	23286	*	*	*
READING EDUCATION	+	+	+	+				1	1	32944	32944	*	*	*
SPECIAL EDUCATION	+	4	+	23784				5	14	25958	23764	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	3	+	29394				+	7	+	26026			
VISUAL & PERFORMING ARTS	+	3	+	23967				+	5	+	22840			
HUMANITIES - OTHER	+	5	+	33968				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	1	+	22145				+	1	+	22145			
PSYCHOLOGY	+	2	+	19500				+	12	+	23209			
SOCIOLOGY	+	+	+	+				1	3	28000	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	4	+	35970				+	15	+	35934			
AGRICULTURAL	+	1	+	35400				+	3	+	30800			
BIOENGINEERING & BIOMEDIC	+	1	+	27950				+	3	+	31150			
CHEMICAL	+	24	+	41462				1	68	41028	40352	*	*	*

continued

WCPA RECIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	1	39	$33430	$35077	*	*	*	1	112	$33430	$34912	*	*	*
COMPUTER	+	11	+	38264				+	18	+	39297			
ELECTRICAL/ELECTRONIC	2	55	42000	39012	*	*	*	9	173	38706	38658	*	*	*
INDUSTRIAL	+	11	+	38253				1	32	31000	36989	*	*	*
MECHANICAL	+	51	+	36980				4	165	34072	37856	*	*	*
METALLURGICAL	+	5	+	37552				+	24	+	37917			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	5	+	39048				+	7	+	38691			
PETROLEUM	+	4	+	47150				+	31	+	44097			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	5	+	34147				+	9	+	28291			
HEALTH SCIENCES	+	3	+	24240				+	17	+	25895			
NURSING	+	4	+	55500				+	4	+	55500			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	30000				+	7	+	26671			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	2	+	26000				+	5	+	24012			
CHEMISTRY	+	6	+	36657				+	13	+	34411			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	57	+	38404				3	137	36833	37710	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	38755				+	34	+	37134			
MATHEMATICS (INCL ACTUARI	+	6	+	30334				1	18	10000	29206	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	2	+	34980				+	2	+	34980			
TOTALS	5	695						[illegible]	2229					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	60	+	$41173				+	184	+	$44328			
MBA--TECH	+	26	+	49085				+	71	+	48762			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	97	+	48008				2	300	$44000	48622	*	*	*
MBA--TECH	+	58	+	53184				+	161	+	52801			
OVER 4 YEARS														
MBA--NON-TECH	+	264	+	52026				3	407	33333	50782	*	*	*
MBA--TECH	+	117	+	54295				1	196	85000	53706	*	*	*
TOTALS	+	622						6	1319					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	16	+	$59894				2	26	$62550	$58458	*	*	*
ECONOMICS	+	2	+	43000				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	43417				4	11	35768	40597	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	45000				+	3	+	36667			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	4	+	38250				+	9	+	45078			
SOCIOLOGY	+	1	+	40000				+	1	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	47	+	53612				+	75	+	53114			
CIVIL	+	+	+	+				+	6	+	41499			
COMPUTER	+	3	+	55833				+	5	+	54400			
ELECTRICAL/ELECTRONIC	+	17	+	56414				1	29	57000	56164	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	7	+	44883				+	12	+	46196			
METALLURGICAL	+	5	+	51212				+	18	+	48739			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	3	+	46183				+	4	+	43638			
BIOLOGICAL	+	2	+	33125				+	6	+	31800			
CHEMISTRY	1	15	$38500	48665	*	*	*	1	66	38500	48608	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	1	+	46000				+	10	+	52184			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	3	+	38100				+	5	+	38860			
POLYMER	+	1	+	52500				+	6	+	48417			
TOTALS	1	134						8	307					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25321 134 31200/22200			28683 6		32333 3	22833 3	30200 2	
BUSINESS ADMIN (INCL MGMT	28000 1			20400 5			25000 1	27000 1	
ECONOM & FINANCE (BANKING	24400 7			22923 9	26750 2	24800 2	25000 1	30000 2	
HUMAN RSRCS (incl LABOR R					19200 2		14000 1		
MANAGEMENT INFO SYSTEMS	30000 1			25000 1			29400 2	32500 2	
MARKETING/MARK MGMT (RESR		21500 2		25000 1			29000 2	30000 1	28000 1
ADVERTISING		24000 1							
COMMUNICATIONS				22530 2			20000 1		
JOURNALISM						15000 1			
LETTERS (incl English, Li		25000 1		24000 1					
VISUAL & PERFORMING ARTS		24000 1							
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				10000 1	16800 1	10000 1			
AGRICULTURAL								32375 4	
CIVIL			36000 1					42000 1	35025 4
COMPUTER						36750 2	32000 1		
ELECTRICAL/ELECTRONIC			34000 1				35000 2	17230 1	34667 3
INDUSTRIAL	30000 1		34000 1						
MECHANICAL			33600 1					29000 2	
ENGINEERING TECHNOLOGY			30000 2						
AGRIBUSINESS				20000 1				28000 1	
ANIMAL SCIENCES				30000 1					
NATURAL RESOURCES								28080 1	

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
COMPUTER SCIENCE				28667 3		36600 1	28318 16		
INFORMATION SCIENCES & SY	30000 1						22000 1		
ARCHITECTURAL & ENVIRONME			30300 5						28000 1
BIOLOGICAL								23800 1	
MATHEMATICS				28000 1		35700 1		24500 1	

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24829 14		25500 2	23000 2		20375 2			
BUSINESS ADMIN (INCL MGMT	22000 4		17300 3	23300 6		20533 15			
ECONOM & FINANCE (BANKING	24393 15	28000 1		25416 5		24000 8			
HOTEL/RESTAURANT MGMT.						20600 1			
HUMAN RSRCS (incl LABOR R	30000 1	24000 1		24250 4		17700 2			
MANAGEMENT INFO SYSTEMS				26000 3					
MARKETING/MARK MGMT (RESR	20500 1		19000 1	28960 3		24304 20 45000/20000	22500 1	21000 6	26000 2
REAL ESTATE	21250 2								
COMMUNICATIONS		12000 1		19000 2		22000 4			24000 1
JOURNALISM					21840 1				
TELECOMMUN/BROADCASTING						28000 1			
TEXTILES & CLOTHING		19200 1				21200 4			
LETTERS (incl English, Li						22740 1			12000 1
HUMANITIES - OTHER				29510 1					
CRIMINAL JUSTICE						18000 1			
HISTORY						19333 3			
POLITICAL SCIENCE/GOVT						26025 4	26000 1		
PSYCHOLOGY	18000 1					26000 1			
SOCIOLOGY							25500 2		
INDUSTRIAL	28000 1					33000 1			
MECHANICAL						27000 1			
ENGINEERING TECHNOLOGY				31500 1					
AGRIBUSINESS						22750 4			

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ANIMAL SCIENCES		48000 1							
OTHER AGRICULTURAL SCIENC			25000 1						
COMPUTER SCIENCE	30500 2			28333 3					
ARCHITECTURAL & ENVIRONME		25000 1							
MATHEMATICS	25000 1			31000 1					

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	22000 1		24250 2		24000 1	22232 10	25358 21 38000/22000		23000 1
BUSINESS ADMIN (INCL MGMT			24667 3			24382 2			17000 1
ECONOM & FINANCE (BANKING	23133 3	25500 1	32000 1	36000 1		19435 3	26400 1		26500 2
HUMAN RSRCS (incl LABOR R			26200 1		18000 1				
MANAGEMENT INFO SYSTEMS				32660 3					
MARKETING/MARK MGMT (RESR			18000 3						24000 1
ADVERTISING						23560 1			
COMMUNICATIONS			29333 2						
ELEMENTARY EDUCATION					19453 31 34985/11000				
PHYSICAL EDUCATION					17097 2				17000 1
SPECIAL EDUCATION					23916 5				
FOREIGN LANGUAGES					21000 1				
LETTERS (incl English, Li				32000 1	35643 1	20200 1			
VISUAL & PERFORMING ARTS					16456 3				
HUMANITIES - OTHER					20633 3				
CRIMINAL JUSTICE						21000 2			
HISTORY							37200 1		
POLITICAL SCIENCE/GOVT					44400 1	15798 2	28333 3		
PSYCHOLOGY					16492 2	23100 1			
SOCIOLOGY			19500 1				31200 1		
SOCIAL SCIENCES-OTHER						20195 1	24000 1		
AEROSPACE & AERONAUTICAL						27700 2			
ARCHITECTURAL							34032 1		

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMICAL				36000 1		38400 1			
CIVIL			34000 1	32000 1			33460 17		
COMPUTER		40505 1				26252 1			
ELECTRICAL/ELECTRONIC		32650 2		36807 9		27440 11	33350 2		
INDUSTRIAL				41000 1					
MECHANICAL		33000 1		38650 4		27609 7	29200 1		
ENGINEERING TECHNOLOGY			35000 1			29430 1			31000 1
AGRIBUSINESS		26000 1							
PLANT SCIENCES					38000 1				
NATURAL RESOURCES							24000 1		
OTHER AGRICULTURAL SCIENC					24690 1		32000 1		
COMPUTER SCIENCE		33000 1		28800 1		22608 1	37000 2		
HEALTH SCIENCES					23088 1				16640 1
BIOLOGICAL									10000 1
MATHEMATICS					22983 1				

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PA

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DR
ACCOUNTING					26500 6			25000 1	
BUSINESS ADMIN (INCL MGMT					27267 3		29000 2		27800 3
ECONOM & FINANCE (BANKING					24300 2		40000 1		29500 2
HUMAN RSRCS (incl LABOR R							32000 1		
MANAGEMENT INFO SYSTEMS								24000 1	
MARKETING/MARK MGMT (RESR							21000 1		28667 6
COMMUNICATIONS	22000 1								27000 2
ELEMENTARY EDUCATION	10000 1								
LETTERS (incl English, Li							21000 1		18000 1
VISUAL & PERFORMING ARTS					23000 1				
HISTORY									30000 1
PSYCHOLOGY			10000 1					25200 1	
SOCIAL SCIENCES-OTHER			25000 1	45000 1					
AEROSPACE & AERONAUTICAL					31601 10				
CHEMICAL									35300 3
CIVIL								30425 4	
COMPUTER					33800 2				
ELECTRICAL/ELECTRONIC					33560 5				
INDUSTRIAL					31200 1		32400 1		30000 1
MECHANICAL					30675 10			34133 3	
ENGINEERING TECHNOLOGY					30938 5			30733 3	
AGRIBUSINESS						24888 8			24500 1
ANIMAL SCIENCES						26400 3			

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
OTHER AGRICULTURAL SCIENC						25000 1			
COMPUTER SCIENCE					33800 2		36000 1		32000 1
BIOLOGICAL									30000 1
CHEMISTRY							21000 1		

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	30000	2	25500	5			27000	2									28280	10
BUSINESS ADMIN (INCL MGMT	31733	3	29750	2	29233	3											31289	5
DISTRIBUTION MANAGEMENT					26700	1												
ECONOM & FINANCE (BANKING	33000	2	24000	1	26200	3	40000	1									30143	7
HUMAN RSRCS (incl LABOR R	30000	1	26000	1	30000	1											27000	1
MANAGEMENT INFO SYSTEMS	32000	1			28800	1									26400	1		
MARKETING/MARK MGMT (RESR	20550	2			25036	11	28700	2									26600	1
COMMUNICATIONS					26000	1												
LETTERS (incl English, Li	30000	1																
HUMANITIES - OTHER	22000	1																
POLITICAL SCIENCE/GOVT					21600	1												
CHEMICAL									31080	1					39000	1	39495	2
CIVIL																	36000	1
COMPUTER	28000	1	29400	2														
ELECTRICAL/ELECTRONIC	34700	4	34169	19	34200	1			32400	3							37433	3
ENIVRONMENTAL ENGINEERING			26400	1														
INDUSTRIAL	30167	3	34472	4														
MECHANICAL	36000	1			34000	1			29750	2							40700	1
METALLURGICAL											33000	1						
MINING (INCL GEOLOGICAL)											33200	2						
ENGINEERING TECHNOLOGY	32000	1	33800	4														
AGRIBUSINESS					27667	3												
OTHER AGRICULTURAL SCIENC					22500	2												

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
COMPUTER SCIENCE	31251	10	34493	3			32000	1					
HEALTH SCIENCES					19000	1							
MATHEMATICS			26000	1									
PHYSICS			21000	1									

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING			21600 1		27000 1		23000 3
BUSINESS ADMIN (INCL MGMT				22000 1			18500 2
DISTRIBUTION MANAGEMENT							24700 1
ECONOM & FINANCE (BANKING			34998 2		14000 1	26850 2	20600 4
HUMAN RSRCS (incl LABOR R							30000 1
MARKETING/MARK MGMT (RESR			22500 1		16350 2	23899 6	21867 3
COMMUNICATIONS						23000 1	
JOURNALISM						21000 1	
LETTERS (incl English, Li					21000 1	26000 1	23300 1
VISUAL & PERFORMING ARTS							18000 1
HUMANITIES - OTHER					21000 1		22825 2
POLITICAL SCIENCE/GOVT						23000 1	
PSYCHOLOGY						26750 2	
SOCIOLOGY						23000 1	
CHEMICAL							37500 1
MECHANICAL			33000 1				32000 1
ENGINEERING TECHNOLOGY	26000 1						

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25328 143 31200/22200	23200 5		23351 27 51000/18000	21740 5	24514 7	24482 11	30300 8	28000 1
BACHELOR - TECHNICAL	30000 2		31736 11	27333 6		36450 4	28855 20 44000/21000	29259 12	34013 8

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24013 38 32000/18000	20800 4	20317 6	24703 26 36000/20000	21840 1	22574 67 45000/18000	24875 4	21000 6	22000 4
BACHELOR - TECHNICAL	28500 4	36500 2	25000 1	29500 5		25167 6			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22850 4	25500 1	24067 13	33196 5	20473 51 44400/11000	21306 23 26000/20195	26297 28 39000/22000		22333 6
BACHELOR - TECHNICAL		32968 6	34500 2	36686 17	27190 4	27800 24 38400/26000	33150 25 45600/27700		19213 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2		17500 2	45000 1	26033 12		28667 6	24733 3	27760 15
BACHELOR - TECHNICAL					31762 35 39500/28500	25275 12	29800 3	31630 10	31771 7

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28946 13	26333 9	26127 22 31000/24000	30280 5				26400 1	29327 24 37000/26500
BACHELOR - TECHNICAL	31890 20 37200/28000	33085 35 55000/27600	26900 8	32000 1	31297 6	33133 3		39000 1	38284 7

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			28524 4	22000 1	19283 6	24439 15	
BACHELOR - TECHNICAL	26000 1		33000 1				

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32740 5			29496 2					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	47500 2								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						25569 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					39000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38500 2	32500 1							
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330 .

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25299 127 31200/22200	25676 79 50000/22000		25000 1	32000 1			51000 1	24690 4
BUSINESS ADMIN (INCL MGMT	28000 1	24750 2	19900 2						27000 1
ECONOM & FINANCE (BANKING	24686 7	26167 9	21500 3	13000 1	26500 1			29100 2	27576 21 40000/22000
HUMAN RSRCS (incl LABOR R								19200 2	
MARKETING/MARK MGMT (RESR									24750 2
REAL ESTATE									18500 1
ADVERTISING		23780 2							
LETTERS (incl English, Li			24000 1						
VISUAL & PERFORMING ARTS		23000 1							
HUMANITIES - OTHER									29510 1
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT								16800 1	
ENGINEERING TECHNOLOGY									30000 1
AGRIBUSINESS	21000 1								
ANIMAL SCIENCES				30000 1					
COMPUTER SCIENCE									30000 1
HEALTH SCIENCES		16640 1							

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1					27000 1		
BUSINESS ADMIN (INCL MGMT	19100 2	26533 3	22000 1				30000 1	17300 3	
DISTRIBUTION MANAGEMENT							24700 1		
ECONOM & FINANCE (BANKING	25000 2	25000 3				21600 1			
HUMAN RSRCS (incl LABOR R			24250 4						
MARKETING/MARK MGMT (RESR			28440 2	30000 1	29000 1				
REAL ESTATE	24000 1								
COMMUNICATIONS			19000 2	24000 1				12000 1	
JOURNALISM						15000 1		21840 1	
LETTERS (incl English, Li						12000 1			30000 1
VISUAL & PERFORMING ARTS				24000 1					
POLITICAL SCIENCE/GOVT			11400 1						
ENGINEERING TECHNOLOGY		31500 1					31000 1		
CHEMISTRY							21000 1		
MATHEMATICS	25000 1					26000 1			

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 16330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING								28000 1	23383 15
BUSINESS ADMIN (INCL MGMT		25544 6	29389 11			26900 2	20083 6		
DISTRIBUTION MANAGEMENT				26700 1					
ECONOM & FINANCE (BANKING		30000 2			28000 2	19500 1	22722 9		23801 4
HUMAN RSRCS (incl LABOR R							30000 1		
MARKETING/MARK MGMT (RESR	17000 1	22618 4	22333 6	24500 2	25000 1		24873 37 45000/21000		
COMMUNICATIONS		31333 2					27500 4		
TELECOMMUN/BROADCASTING			28000 1						
LETTERS (incl English, Li	28500 2	23300 1							
VISUAL & PERFORMING ARTS							18000 1		
HUMANITIES - OTHER							22000 1		
HISTORY							20000 2		
POLITICAL SCIENCE/GOVT							17733 3		
PSYCHOLOGY			26000 1				23400 3		
SOCIOLOGY								31200 1	
ELECTRICAL/ELECTRONIC		34700 1							
INDUSTRIAL							32667 3		
MECHANICAL							30000 1		
ENGINEERING TECHNOLOGY							33000 1		
AGRIBUSINESS		23000 2	24500 1		25000 1		25400 5		
ANIMAL SCIENCES							30000 1		
COMPUTER SCIENCE							15996 2		
HEALTH SCIENCES							19000 1		

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTIO'I	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BIOLOGICAL							30000 1		

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			25764 1						22000 1
ECONOM & FINANCE (BANKING	21000 2								
LETTERS (incl English, Li		20200 1							
CRIMINAL JUSTICE				21000 2					
HISTORY		37200 1							
POLITICAL SCIFNCE/GOVT	24000 1								
PSYCHOLOGY			23100 1						
SOCIAL SCIENCES-OTHER	20195 1								
AEROSPACE & AERONAUTICAL									30160 1
AGRICULTURAL								32750 2	
ARCHITECTURAL							34032 1		
CHEMICAL							27000 1	36000 1	
CIVIL							33167 11	35022 12	

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT									31000 1
ECONOM & FINANCE (BANKING								40000 1	
MANAGEMENT INFO SYSTEMS	28800 1								
AEROSPACE & AERONAUTICAL	32240 1				25000 1	29913 5			33613 4
AGRICULTURAL									36000 1
CHEMICAL							37745 6		38700 2
CIVIL									32216 7
COMPUTER	28351 3		31900 4						35500 1
ELECTRICAL/ELECTRONIC	32400 1	33426 9	38500 1	31000 1	37200 1	32450 4		32400 1	32559 31 40716/26252
ENIVRONMENTAL ENGINEERING					26400 1				
INDUSTRIAL	34500 1				32400 1	32000 1		34000 1	30000 1
MECHANICAL		36184 3			32000 2	32700 1		31780 5	29333 14
METALLURGICAL									33000 1
MINING (INCL GEOLOGICAL)								34000 1	32400 1
ENGINEERING TECHNOLOGY								30500 2	32789 7
COMPUTER SCIENCE	30833 3		31621 5						30480 1
PHYSICS									21000 1

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	17000 1								
ECONOM & FINANCE (BANKING	25000 1								
MARKETING/MARK MGMT (RESR									24000 1
ELECTRICAL/ELECTRONIC					44000 1				
NATURAL RESOURCES		24000 1							
BIOLOGICAL			10000 1						

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						26000 1		–	
BUSINESS ADMIN (INCL MGMT					25200 1				
ECONOM & FINANCE (BANKING						27000 1	20500 1	32000 1	
HUMAN RSRCS (incl LABOR R		18000 1							
MANAGEMENT INFO SYSTEMS					30000 1	27775 8	29993 3		
COMMUNICATIONS					20000 1				
HUMANITIES - OTHER		18000 1							
POLITICAL SCIENCE/GOVT		22000 1							
PSYCHOLOGY		10000 2							
SOCIAL SCIENCES-OTHER				24500 2					
COMPUTER					40505 1				
INDUSTRIAL							41000 1		
AGRIBUSINESS							–		27667 3
ANIMAL SCIENCES									24600 2
OTHER AGRICULTURAL SCIENC									25500 4
COMPUTER SCIENCE					30513 16	31500 2	31401 16		
INFORMATION SCIENCES & SY						26000 2			
MATHEMATICS							28000 1	31000 1	

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS MO	RESEARCHERS -	TEACHING
ACCOUNTING		34000 1		20375 2					
BUSINESS ADMIN (INCL MGMT		24500 2		21982 17			30000 1		
ECONOM & FINANCE (BANKING		25250 4	28000 1	25320 10				33000 2	
HOTEL/RESTAURANT MGMT.				20600 1					
HUMAN RSRCS (incl LABOR R		24000 1	25120 5	27750 4			14000 1		
MANAGEMENT INFO SYSTEMS		31667 3							
MARKETING/MARK MGMT (RESR		28000 1	19000 1	23025 20 31000/18000					
COMMUNICATIONS		22000 1		20343 6					
JOURNALISM				21000 1					
ELEMENTARY EDUCATION									19158 32 34985/11000
PHYSICAL EDUCATION		17000 1							17097 2
SPECIAL EDUCATION									23916 5
TEXTILES & CLOTHING				20800 5					
FOREIGN LANGUAGES									21000 1
LETTERS (incl English, Li				21748 5					35643 1
VISUAL & PERFORMING ARTS									16456 3
HUMANITIES - OTHER				22217 3					21950 2
CRIMINAL JUSTICE				18000 1					
HISTORY				24000 2					
POLITICAL SCIENCE/GOVT		44400 1	29598 2	23583 6					
PSYCHOLOGY				26500 1					22983 1
SOCIOLOGY				23375 4					
SOCIAL SCIENCES-OTHER				45000 1					

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
AGRICULTURAL		28000 1							
ELECTRICAL/ELECTRONIC		17230 1		32267 3					
INDUSTRIAL		29000 2							
ENGINEERING TECHNOLOGY				27300 2					
AGRIBUSINESS		27800 2		19500 3					
ANIMAL SCIENCES				48000 1					
PLANT SCIENCES									38000 1
NATURAL RESOURCES		28080 1							
OTHER AGRICULTURAL SCIENC				25000 1					24690 1
COMPUTER SCIENCE		33500 2							
HEALTH SCIENCES									23088 1
ARCHITECTURAL & ENVIRONME	29417 6								
BIOLOGICAL		23800 1							
MATHEMATICS					30100 2				22983 1

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25287 135 31200/22200	25634 93 50000/22000	21383 6	19667 3	29250 2			27400 6	26745 30 40000/20400
BACHELOR - TECHNICAL	21000 1	16640 1		30000 1					30000 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22440 5	24943 7	22528 10	26000 3	29000 1	16200 3	27233 3	17148 5	30000 1
BACHELOR - TECHNICAL	25000 1	31500 1				26000 1	26000 2		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24667 3	25980 15	26909 19	25233 3	27000 3	24433 3	23712 67 45000/18000	29600 2	23471 19
BACHELOR - TECHNICAL		26900 3	24500 1		25000 1		26599 15		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	21549 4	28700 2	24432 2	21000 2					22000 1
BACHELOR - TECHNICAL							33710 22 55000/27332	34451 19	32589 22 43200/28500

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28800 1							40000 1	
BACHELOR - TECHNICAL	30744 9	34116 12	32421 10	31000 1	30833 6	31279 11	37745 6	32030 10	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21000 2								
BACHELOR - TECHNICAL		24000 1	10000 1		44000 1				

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		15600 5		24500 2	25067 3	27520 10	27620 4	32000 1	
BACHELOR - TECHNICAL					31100 17	28750 4	31745 18	31000 1	26022 9

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27627 15	25755 9	23086 89 45000/18000			22000 2	33000 2	19994 47 35643/11000
BACHELOR - TECHNICAL	29417 6	27771 10		28290 10	30100 2				27190 4